

LISTING OF CLAIMS

1. **(Currently Amended)** A method for managing data in a computing system, the method comprising:
extracting, using the computing system, information in a first form wherein
the first form is associated with a source system, **[[and]]**
the information in the first form comprises employee position data,
the employee position data corresponds to an employee position
code,
the source system maintains a source employee management aspect
of the employee position data, and
the source employee management aspect depends on the employee
position data;
converting, using the computing system, the information in the first form into
information in an intermediate form, wherein
the information in the intermediate form is configured to allow the
employee position data to be imported into an employee position
field;
converting, using the computing system, the information in the intermediate
form into information in a target form, wherein
the target form is associated with a target system, **[[and]]**
the information in the target form comprises the employee position field,
and
the employee position code corresponds to an employee position
field; [[and]]
importing the employee position data into the employee position field, **wherein**
the employee position field is one of a plurality of employee position
fields, and
the employee position field is selected based on a correspondence to
the employee position code; and

**updating the target employee management aspect according to the
employee position data imported into the employee position field,
wherein
the target system maintains a target employee management aspect of
the employee position data.**

2. (Previously Presented) The method of Claim 1, further comprising:
using the information in the target form to perform at least one computer-
implemented act from a set of computer-implemented acts comprising:
creating a new employee position management record in the target
system; and
updating an existing employee position management record in the target
system.
3. (Previously Presented) The method of Claim 1, further comprising:
extracting, using the computing system, information in a third form, wherein
the third form is associated with a second source system, and
the third form is distinct from the source system;
converting, using the computing system, the information in the third form into
information in the intermediate form;
converting, using the computing system, the information in the intermediate
form into information in the target form; and
using the information in the target form to perform at least one computer-
implemented act from a set of computer-implemented acts comprising:
creating a new employee position management record in the target
system; and
updating an existing employee position management record in the target
system.
4. (Canceled)
5. (Previously Presented) The method of Claim 1, wherein
the intermediate form comprises a list of employee positions for defining a
hierarchy of data elements comprising one or more elements selected
from a group comprising:

a plurality of employee position elements, wherein
the plurality of employee position elements comprises a
related parent position element;
a position identifier;
a position base data element;
a position related division element;
a position related organization element; and
a position custom data element.

6. (Previously Presented) The method of Claim 5, wherein the position base data element comprises one or more elements selected from a group comprising:

a position description element; and
a position name element.
7. (Previously Presented) The method of Claim 5, wherein the position related division element comprises a position related division identifier.
8. (Previously Presented) The method of Claim 5, wherein the position related organization element comprises a position related organization identifier.
9. (Previously Presented) The method of Claim 5, wherein the related parent position element comprises a related parent position identifier.
10. (**Currently Amended**) A computer-readable storage medium carrying one or more sequences of instructions for managing employee data, wherein execution of the one or more sequences of instructions by one or more processors causes the one or more processors to perform:
extracting information in a first form, wherein
the first form is associated with a source system, **[[and]]**
the information in the first form comprises employee position data,
the employee position data corresponds to an employee position code,
the source system maintains a source employee management aspect of the employee position data, and

the source employee management aspect depends on the employee position data;

converting the information in the first form into information in an intermediate form, wherein
the information in the intermediate form is configured to allow the
employee position data to be imported into an employee position field;

converting the information in the intermediate form into information in a target form, wherein
the target form is associated with a target system, **[[and]]**
the information in the target form comprises the employee position field,

and

the employee position code corresponds to an employee position field; [[and]]

importing the employee position data into the employee position field, **wherein**
the employee position field is one of a plurality of employee position fields, and
the employee position field is selected based on a correspondence to the employee position code; and

updating the target employee management aspect according to the employee position data imported into the employee position field, wherein
the target system maintains a target employee management aspect of the employee position data.

11. (Previously Presented) The computer-readable storage medium of Claim 10, further comprising:
using the information in the target form to perform at least one computer-implemented act from a set of computer-implemented acts comprising:
creating a new employee position record in the target system; and
updating an existing employee position management record in the target system.

12. (Previously Presented) The computer-readable storage medium of Claim 10, further comprising:
extracting information in a third form, wherein
the third form is associated with a second source system, and
the third form is distinct from the source system;
converting the information in the third form into information in the intermediate form;
converting the information in the intermediate form into information in the target form; and
using the information in the target form to perform at least one computer-implemented act from a set of computer-implemented acts comprising:
creating a new employee position management record in the target system; and
updating an existing employee position management record in the target system.
13. (Canceled)
14. (Previously Presented) The computer-readable storage medium of Claim 10, wherein the intermediate form comprises a list of employee positions for defining a hierarchy of data elements comprising one or more elements selected from a group comprising:
a plurality of employee position elements, wherein
the plurality of employee position elements comprises a related parent position element;
a position identifier;
a position base data element;
a position related division element ;
a position related organization element; and
a position custom data element.

15. (Previously Presented) The computer-readable storage medium of Claim 14, wherein the position base data element comprises one or more elements selected from a group comprising:
a position description element; and
a position name element.
16. (Previously Presented) The computer-readable storage medium of Claim 14, wherein the position related division element comprises a position related division identifier.
17. (Previously Presented) The computer-readable storage medium of Claim 14, wherein the position related organization element comprises a position related organization identifier.
18. (Previously Presented) The computer-readable storage medium of Claim 14, wherein the related parent position element comprises a related parent position identifier.
19. (**Currently Amended**) A system, comprising:
a central processing unit (CPU);
a memory, coupled to the CPU;
instructions, stored in the memory, for extracting information in a first form,
wherein
the first form is associated with a source system, **[[and]]**
the information in the first form comprises employee position data,
the employee position data corresponds to an employee position
code,
the source system maintains a source employee management aspect
of the employee position data, and
the source employee management aspect depends on the employee
position data;

instructions, stored in the memory, for converting the information in the first form into information in an intermediate form, wherein the information in the intermediate form is configured to allow the employee position data to be imported into an employee position field;

instructions, stored in the memory, for converting the information in the intermediate form into information in a target form, wherein the target form is associated with a target system, **[[and]]** the information in the target form comprises the employee position field,

and

the employee position code corresponds to an employee position field; [[and]]

instructions, stored in memory, for importing the employee position data into the employee position field, **wherein**

the employee position field is one of a plurality of employee position fields, and

the employee position field is selected based on a correspondence to the employee position code; and

instructions, stored in memory, for updating the target employee

management aspect according to the employee position data

imported into the employee position field, wherein

the target system maintains a target employee management aspect of the employee position data.

20. (Previously Presented) The system of Claim 19, wherein the intermediate form comprises a list of employee positions for defining a hierarchy of data elements comprising one or more fields representing elements selected from a group comprising:

a plurality of employee position elements, wherein

the plurality of employee position elements comprises a related parent position element;

a position identifier;

a position base data element;

a position related division element ;

a position related organization element; and
a position custom data element.

21. (Previously Presented) The system of Claim 20, wherein the position base data element of the data structure comprises one or more fields representing elements selected from a group comprising:
 - a position description element; and
 - a position name element.
22. (Previously Presented) The system of Claim 20, wherein the position related division element of the data structure comprises a data item configured to identify a position related division.
23. (Previously Presented) The system of Claim 20, wherein the position related organization element of the data structure comprises a data item configured to identify a position related organization.
24. (Previously Presented) The system of Claim 20, wherein the related parent position element of the data structure comprises a data item configured to identify a related parent position.